

Brenham Independent School District

District Improvement Plan

2021-2022



Mission Statement

In collaboration with our families and community, Brenham Independent School District is committed to providing an exceptional education for ALL students.

Vision

Brenham ISD...A proud community inspiring and encouraging excellence for ALL.

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Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Federal Report Card Data

Student Data: Assessments

- State and federally required assessment information
- (STAAR) current and longitudinal results, including all versions
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR EL progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Student failure and/or retention rates
- Prekindergarten Self-Assessment Tool

Student Data: Student Groups

- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Gifted and talented data

- Dyslexia Data
- Dual-credit and/or college prep course completion data
- STEM and/or STEAM data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- TTESS data
- T-PESS data

Parent/Community Data

- Parent surveys and/or other feedback

Goals

Revised/Approved: May 9, 2022





Goal 1: Brenham ISD will provide a coordinated curriculum that is implemented through effective instructional practices.

Performance Objective 1: Brenham ISD will utilize instructional arrangements that support multiple learning opportunities to ensure an exceptional education for ALL students.

HB3 Goal

Evaluation Data Sources: MAP Growth Data
STAAR Data

Strategy 1 Details	Reviews			
Strategy 1: Implement best instructional practices in the classroom in order to improve Tier 1 instruction. Strategy's Expected Result/Impact: Increased student achievement on MAP Growth Staff Responsible for Monitoring: Campus Administrators Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Maintain and refine curriculum documents to ensure a guaranteed and viable curriculum and ensure access to all instructional staff. Staff Responsible for Monitoring: Instructional Coaches, Teachers Schoolwide and Targeted Assistance Title I Elements: 2.5	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Instructional coaches will provide support for instructional staff within the classroom setting and team planning. Strategy's Expected Result/Impact: Increased quality of instruction and implementation of effective strategies in the classroom Staff Responsible for Monitoring: Instructional Coaches, Director of Curriculum, Instruction, and Accountability Schoolwide and Targeted Assistance Title I Elements: 2.5	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Administrative staff will engage in campus learning walks that focus on instructional strategies and student engagement. Strategy's Expected Result/Impact: Teachers will be provided with more specific feedback on classroom strategies and engagement Staff Responsible for Monitoring: District Administrators, Campus Administrators Schoolwide and Targeted Assistance Title I Elements: 2.5	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Implement Professional Learning Communities to drive data-based instruction Strategy's Expected Result/Impact: Increased student progress Staff Responsible for Monitoring: District Administrators, Campus Administrators Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Provide a coordinated school health curriculum program. Strategy's Expected Result/Impact: Student participation in FITNESSGRAM Staff Responsible for Monitoring: Director of Health & Safety, Campus PE teachers	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 1: Brenham ISD will provide a coordinated curriculum that is implemented through effective instructional practices.

Performance Objective 2: Brenham ISD will increase the number of graduates who are college and career ready by implementing, monitoring, and maintaining programs of interest.

HB3 Goal

Evaluation Data Sources: CCMR data

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop systems to increase participation on AP Exams and increase student scores. Strategy's Expected Result/Impact: Increase in students with a score of a 3 or higher on AP exams Staff Responsible for Monitoring: Secondary Campus Administrators Schoolwide and Targeted Assistance Title I Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue to implement Science, Technology, Engineering, Art, and Math (STEAM) Academies that focus on problem-based learning Strategy's Expected Result/Impact: Increase in critical thinking and problem-solving skills in elementary, middle school, and junior high school students Staff Responsible for Monitoring: Director of Curriculum, Instruction, and Accountability Schoolwide and Targeted Assistance Title I Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Develop systems to increase participation on PSAT, SAT, ACT, and TSIA 2.0. Strategy's Expected Result/Impact: More students being accepted into college Staff Responsible for Monitoring: Secondary Campus Administrators Schoolwide and Targeted Assistance Title I Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Promote overall awareness of college and career choices for all students - PK-12 - including Personal Graduation Plans. Strategy's Expected Result/Impact: Individualized graduation plans Staff Responsible for Monitoring: Counselors Schoolwide and Targeted Assistance Title I Elements: 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Continuation and expansion of AVID to promote college and career readiness. Strategy's Expected Result/Impact: Increase in first-generation college-bound students receiving dual credit or AP scores Staff Responsible for Monitoring: Secondary Campus Administrators, AVID Teams Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Increase the number of Industry-Based Certifications provided with CTE services. Strategy's Expected Result/Impact: Increase number of students ready to enter an industry-based profession after graduation Staff Responsible for Monitoring: Director of CTE Schoolwide and Targeted Assistance Title I Elements: 2.5	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Provide pregnancy related services as necessary to eligible students to reduce absences and increase high school completion. Strategy's Expected Result/Impact: Increase graduation rate of affected students. Staff Responsible for Monitoring: Campus Administrators, Campus Counselors	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 1: Brenham ISD will provide a coordinated curriculum that is implemented through effective instructional practices.

Performance Objective 3: Brenham ISD will identify and provide appropriate services to all students to increase academic success including Special Education, English as a Second Language (ESL), Dyslexia, and Gifted and Talented.

Evaluation Data Sources: STAAR data, STAAR Alternate 2 data, MAP Growth data, TELPAS data





Strategy 1 Details	Reviews			
<p>Strategy 1: Improve systems to address the learning needs of our most vulnerable student group: ELs through Bilingual, ESL, Sped, and Newcomer programs (for example, training in Linguistic Accommodations and Sheltered Instruction)</p> <p>Strategy's Expected Result/Impact: Increase in course completion and passing rates</p> <p>Staff Responsible for Monitoring: Director of Special Programs, Biliteracy Instructional Coach</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement systems that provide increased student access to GT, AP, and Dual Credit.</p> <p>Strategy's Expected Result/Impact: Increase in subpopulation participation in advanced courses</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction, Director of Curriculum, Instruction, and Accountability</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize CSI to serve the needs of gifted and talented students - as well as GATEWAY to serve third through sixth grade students.</p> <p>Strategy's Expected Result/Impact: Increase in GT students achieving Masters on STAAR</p> <p>Staff Responsible for Monitoring: Director of Special Programs</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Provide Special Education and General Education staff professional development on differentiated instruction to strengthen instructional support for special education students and monitor the effectiveness.</p> <p>Strategy's Expected Result/Impact: Improved RDA rating</p> <p>Staff Responsible for Monitoring: Director of Special Education</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.6 - Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Provide district support for assessment administration, development, and data disaggregation to monitor all students - including all special populations.</p> <p>Strategy's Expected Result/Impact: Teachers have a better understanding of student needs to provide differentiated instruction</p> <p>Staff Responsible for Monitoring: Director of Special Education, Director of Special Programs</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Monitor the number of special education students placed in DAEP and ISS</p> <p>Strategy's Expected Result/Impact: Improved RDA rating</p> <p>Staff Responsible for Monitoring: Campus Administrators</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.6 - Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Provide regular monitoring of 504 student performance with accommodations and interventions.</p> <p>Strategy's Expected Result/Impact: Increase in course completion and passing rate</p> <p>Staff Responsible for Monitoring: Director of Special Education</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: Provide support and oversight of dyslexia services and instruction to all eligible students.</p> <p>Strategy's Expected Result/Impact: Students successfully completing and exiting the dyslexia program within 3 years</p> <p>Staff Responsible for Monitoring: Director of Special Education</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 9 Details	Reviews			
<p>Strategy 9: Biliteracy Instructional Coach will provide support for instructional staff within the bilingual and ESL classroom settings and team planning.</p> <p>Strategy's Expected Result/Impact: Increased quality of instruction and implementation of effective sheltered instructional strategies in the classroom</p> <p>Staff Responsible for Monitoring: Biliteracy Instructional Coach, Director of Curriculum, Instruction, and Accountability, Director of Special Programs</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 10 Details	Reviews			
<p>Strategy 10: Design and implement extended day/year learning and credit recovery opportunities for students not mastering the curriculum and in need of additional supports (for example - intervention periods, after-school, summer school) for students at-risk for failure or dropout.</p> <p>Strategy's Expected Result/Impact: Increase in course completion and fewer failures</p> <p>Staff Responsible for Monitoring: Campus Administrators</p> <p>Schoolwide and Targeted Assistance Title I Elements: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Brenham ISD will provide a coordinated curriculum that is implemented through effective instructional practices.





Performance Objective 4: Brenham ISD will establish and maintain technology infrastructure and equipment and will provide current technological tools to support students and staff.

Strategy 1 Details	Reviews			
<p>Strategy 1: Refresh staff and student devices in five-year increments. Strategy's Expected Result/Impact: Students and staff have access to up-to-date technology Staff Responsible for Monitoring: Director of Information Technology Schoolwide and Targeted Assistance Title I Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Integrate Technology Application TEKS into all areas of the K-12 curriculum to improve academic achievement and ensure technology literacy by the end of 8th grade. Continue and increase offerings of Technology Application classes for grades 9-12. Strategy's Expected Result/Impact: Increase enrollment in 9-12 Tech Apps courses Staff Responsible for Monitoring: Department of Information Technology Schoolwide and Targeted Assistance Title I Elements: 2.5</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide alternative options for learning support using technology for At-Risk, LEP, and GT students with analytics, reporting, and assessment. Strategy's Expected Result/Impact: Differentiated instruction to meet the needs of special student populations Staff Responsible for Monitoring: Director of Curriculum, Instruction, and Accountability, Director of Special Programs Schoolwide and Targeted Assistance Title I Elements: 2.4, 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Brenham ISD will develop responsible, respectful, and collaborative citizens.

Performance Objective 1: Brenham ISD will continue to implement a positive behavior intervention program on each campus.





Evaluation Data Sources: Number of campuses implementing program
Discipline Data

Strategy 1 Details	Reviews			
Strategy 1: Continue training staff in Non-Violent Crisis Intervention. Strategy's Expected Result/Impact: Fewer discipline referrals Staff Responsible for Monitoring: Director of Special Education	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Campus Behavior Coordinators and their leadership teams participate in ongoing EBIS training and implementation of strategies with students. Strategy's Expected Result/Impact: Promotion of positive and safe school culture. Staff Responsible for Monitoring: Assistant Superintendent of Student Services, Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Brenham ISD will develop responsible, respectful, and collaborative citizens.

Performance Objective 2: Provide social and emotional learning to all students.

Evaluation Data Sources: Counseling data





Strategy 1 Details	Reviews			
<p>Strategy 1: Address issues related to education about the prevention of dating violence, discrimination, harassment, and retaliation. BISD Board Policy FFH (Local)</p> <p>Strategy's Expected Result/Impact: Awareness education provided to students and parents</p> <p>Staff Responsible for Monitoring: Campus Administrators, Campus Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Ensure that campus counselors focus on the implementation of a comprehensive counseling program and assist students to develop the skills they need to enhance their personal, social, and emotional development. Counselors will address trauma resolution, early mental health intervention, promotion of positive mental health, and substance abuse prevention and intervention.</p> <p>Strategy's Expected Result/Impact: Number of students seen by campus counselors Training provided to staff</p> <p>Staff Responsible for Monitoring: Campus Administrators, Campus Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Coordinate services impacted in the area of Social and Emotional Learning - including BARK notifications and Crisis Go reports.</p> <p>Strategy's Expected Result/Impact: Fewer notifications through the BARK system Number of reports in Crisis Go</p> <p>Staff Responsible for Monitoring: Director of Health and Safety</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Brenham ISD will develop responsible, respectful, and collaborative citizens.

Performance Objective 3: Brenham ISD will be 100% compliant with safety and security audits, drills, and crisis management plan requirements.

Evaluation Data Sources: Incident report data, Meeting and training agendas and sign-in sheets

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide bully prevention training for staff annually that includes identification, response to, and reporting of bullying or bully-like behavior. BISD Board Policy FFI (Local) Strategy's Expected Result/Impact: Reduction in the number of bullying incidents and office referrals Staff Responsible for Monitoring: Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Train all staff, students, parents, and community on the safety procedures for each campus and district. Strategy's Expected Result/Impact: A coordinated effort to maintain campus safety Staff Responsible for Monitoring: Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Monitor safety and security of campuses by reviewing the use of Raptor on all campuses, updating security cameras and software at all facilities, conducting required safety audits of all facilities, and provide annual updated safety training for staff. Strategy's Expected Result/Impact: Improvement shown through campus safety audits Staff Responsible for Monitoring: Assistant Superintendent of Operations, Director of Health and Safety</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Train required personnel in CPR and AED equipment, train required personnel on diabetic policies and procedures, concussion policy, and allergy/anaphylaxis procedures. Strategy's Expected Result/Impact: Increase completion of certificates Staff Responsible for Monitoring: Assistant Superintendent of Operations, Director of Health and Safety, Lead Nurse</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Implement, maintain, and provide training for a digital environment that ensures the security of all student and staff data. Strategy's Expected Result/Impact: Increase in student technology usage for instructional purposes Staff Responsible for Monitoring: Director of Information Technology</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 6 Details	Reviews			
<p>Strategy 6: Provide training for all staff members on the identification and reporting of sexual harassment, sexual abuse, and maltreatment of children. All campus administrators will complete Title IX training by KBS Law Group. BISD Board Policy FFG (Local)</p> <p>Strategy's Expected Result/Impact: 100% of BISD staff completion of the training</p> <p>Staff Responsible for Monitoring: Director of Human Resources</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Provide annual training to staff on the warning signs of students for suicide prevention.</p> <p>Strategy's Expected Result/Impact: 100% of BISD staff completion of the training Number of students seen by campus counselors</p> <p>Staff Responsible for Monitoring: Director of Human Resources, Campus Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 3: Brenham ISD will provide a safe and secure environment at all Brenham ISD facilities.

Performance Objective 1: Expand the ability and variety of methods to communicate information and connect with parents, families, businesses, and the community in more effective ways.

Evaluation Data Sources: Event participation data, Communication data





Strategy 1 Details	Reviews			
<p>Strategy 1: Strengthen the Brenham brand through a positive culture of high expectations, achievement, innovation, communication, and family atmosphere.</p> <p>Strategy's Expected Result/Impact: Higher utilization of social media and community resources</p> <p>Staff Responsible for Monitoring: Director of Communications and Special Events</p> <p>Schoolwide and Targeted Assistance Title I Elements: 3.1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Submit announcements to the Banner Press, KWHI radio, LITE FM, BISD website, and School Messenger regarding activities, bad weather notifications, etc. to keep parents, students, staff members, and community members informed and increase school to home communication.</p> <p>Strategy's Expected Result/Impact: Increase parent communication and awareness</p> <p>Staff Responsible for Monitoring: Director of Communications and Special Events</p> <p>Schoolwide and Targeted Assistance Title I Elements: 3.1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize various social media platforms to extend the reach of Brenham ISD - for example, Twitter, Facebook, Instagram, and Google Plus.</p> <p>Strategy's Expected Result/Impact: Increase digital footprint on social media platforms</p> <p>Staff Responsible for Monitoring: Director of Communications and Special Events</p> <p>Schoolwide and Targeted Assistance Title I Elements: 3.1</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Parent Events: BISD Block Party, Meet the Teacher, FAFSA Workshop, Science/Math Nights, Literacy Nights, Open House, PTO, EOY Programs/Awards/Banquets/College Readiness, Art and Music Showcase. Strategy's Expected Result/Impact: Increase parent involvement Staff Responsible for Monitoring: District administrators, Campus administrators Schoolwide and Targeted Assistance Title I Elements: 3.1, 3.2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Promote parental and community involvement and build partnerships that serve to enhance the educational experience of Brenham ISD students. Strategy's Expected Result/Impact: Increase in parent conferences Staff Responsible for Monitoring: FAME Liaison Schoolwide and Targeted Assistance Title I Elements: 3.1	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Support annual Title I meetings and parent conferences to increase school and home connections. Strategy's Expected Result/Impact: Increase parent involvement Staff Responsible for Monitoring: Director of Special Programs Schoolwide and Targeted Assistance Title I Elements: 3.1, 3.2	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Promote community involvement in the BISD Education Foundation - which funds mini-grants for classroom teachers. Strategy's Expected Result/Impact: Fulfill the needs of classrooms through the awarding of mini-grants Staff Responsible for Monitoring: Director of Business and Finance Schoolwide and Targeted Assistance Title I Elements: 3.1	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: Brenham ISD will attract and retain quality staff.

Performance Objective 1: Brenham ISD will continue to recruit and retain highly qualified and culturally diverse professional personnel and enhance employee effectiveness and retention to obtain 100% of core academic teachers and paraprofessionals who meet required state certification.

Evaluation Data Sources: Human resources data

Strategy 1 Details	Reviews			
<p>Strategy 1: Analyze teacher certification, service records, professional development, and additional credentials of teachers and instructional paraprofessionals that meet the state certification requirements.</p> <p>Strategy's Expected Result/Impact: 100% of teachers and instructional paraprofessionals meet the state certification requirements</p> <p>Staff Responsible for Monitoring: Director of Human Resources, Campus administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Create opportunities for staff recognition at the district, campus, and department levels.</p> <p>Strategy's Expected Result/Impact: Increase in Cub Compliment submissions</p> <p>Staff Responsible for Monitoring: District and campus leadership</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				